



U.S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval for Retirement
Under 5 U.S.C. 8336(c) and 8412(d)

☒ Approved under the Civil Service Retirement System, 5 U.S.C. 8336(c)

☒ Approved under the Federal Employees Retirement System, 5 U.S.C. 8412(d)

Category of Coverage: Secondary/Administrative (FF)

Bureau: Bureau of Land Management - Bureau Wide

Classification Title: Assistant Fire Management Officer

Organization Title: _____

Position Number: F2015 Series and Grade: GS-0401-09

RECOMMENDATION FOR COVERAGE REVIEW:

Secondary administrative coverage is recommended for this position. Special retirement coverage under both CSRS and FERS is requested.

This position has previously been covered at the GS-0401-11 level.

This position has administrative duties in an organization having a firefighting mission. The primary duties are administrative and directly connected with the control and extinguishment of fires. The District has a complex fire management program. The incumbent serves as the Assistant Fire and Aviation Manager within a Bureau of Land Management District. Included in these programs are fire suppression, pre-suppression, fire trespass, detection, prevention, fuels management, smoke management, prescribed fire, fire ecology, and aviation. Works with the Fire Management Officer (FMO) in developing, directing, coordinating, and conducting fire and aviation management activities in the District. The position requires prior firefighting experience and is clearly in an established career path.

[Signature]
Bureau Program Designee

12/7/01
Date

Marcia L. Seifres
DOI Fire & Law Enforcement Team Leader, Marcia L. Seifres

12/11/2001
Date

APPROVAL The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to classification date. Approval is by DOI Secretary's Designee:

[Signature]
Deputy Assistant Secretary, Human Resources

12/17/01
Date

POSITION CLASSIFICATION AMENDMENT

1. OFFICIAL HEADQUARTERS	2. NAME OF INCUMBENT
3. ORGANIZATIONAL LOCATION <input type="checkbox"/> AS SHOWN ON CURRENT DESCRIPTION: <input type="checkbox"/> AS HEREBY AMENDED	
11a. <u>Department of the Interior</u>	d. <u>Field Office</u>
b. <u>Bureau of Land Management</u>	e. _____
c. <u>State Office</u>	
4. CSC TITLE AND BUREAU POSITION NO. <u>F2015</u>	SCHEDULE <u>GS</u>
<u>Assistant Fire Management Officer</u>	SERIES <u>401</u>
	GRADE <u>9</u>
<input checked="" type="checkbox"/> SAME AS PRESENT; AMENDED FOR: <input type="checkbox"/> CSC TITLE <input type="checkbox"/> POS. NO. <input type="checkbox"/> SCHEDULE <input type="checkbox"/> SERIES <input checked="" type="checkbox"/> GRADE	

CERTIFICATIONS

5. I CERTIFY THAT THE POSITION IDENTIFIED ABOVE HAS CHANGED AS REFLECTED IN THIS AMENDMENT.

6. I CERTIFY THAT THE CHANGES REFLECTED ARE PROPER AND THE POSITION AS HEREBY AMENDED IS PROPERLY CLASSIFIED.

(Signature of Supervisor)

(Date)

(Signature of Official Exercising Classification Authority)

(Date)

TITLE

Department of the Interior, FLERT SpecialistThis PD has been approved as follows under 5 USC 8336(c) and 8412(d)FirefighterLaw EnforcementPrimarySecondary/AdministrativeSec/Supply

7. DESCRIBE BRIEFLY, BUT IN FULL, THE REASONS FOR CHANGES CHECKED ABOVE, AND THE ADDITIONAL REVISIONS TO BE MADE IN THE DESCRIPTION PROPER.

Approval Date

September 17, 2001STATEMENT OF DIFFERENCES

The assignments in this position are designed to prepare the incumbent to perform the duties and responsibilities in the following target position:

Position Title: Assistant Fire Management OfficerSeries/Grade: GS-401-11

Then Nature of Assignment is essentially the same as in the target position; however, the assignments are made for developmental purposes, as well as for production and the work is generally supervised more closely by the Fire Management Officer.

The supervisor provides guidance on new or unusual assignments, and assists the employee in determining the parameters of projects, and setting priorities and deadlines. The incumbent performs technical work under closer supervision, with spot checks of work in progress. Completed work is reviewed thoroughly in terms of technical accuracy and adequacy.



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[X] Approved under the Civil Service Retirement System, 5 USC 8336(c)

[X] Approved under the Federal Employees Retirement System, 5 USC 8412(d)

Category of Coverage: Secondary/Administrative (FF)

Bureau: Bureau of Land Management - Bureau Wide

Classification Title: Assistant Fire Management Officer

Organization Title: _____

Position Number: F2015 Series and Grade: GS-0401-11

RECOMMENDATION FOR COVERAGE REVIEW:

Secondary administrative coverage is recommended for this position. Special retirement coverage under both CSRS and FERS is requested.

This position has administrative duties in an organization having a firefighting mission. The primary duties are administrative and directly connected with the control and extinguishment of fires. The District has a complex fire management program. The incumbent serves as the Assistant Fire and Aviation Manager withing a Bureau of Land Management District. Included in these programs are fire suppression, pre-suppression, fire trespass, detection, prevention, fuels management, smoke management, prescribed fire, fire ecology, and aviation. Works with the Fire Management Officer (FMO) in developing, directing, coordination, and conducting fire and aviation management activities in the District. **The position requires prior firefighting experience and is clearly in an established career path.**

[Signature]
Bureau Program Designee

12/20/00
Date

Marcia L. Scifres
DOI Fire & Law Enforcement Team Lead, Marcia L. Scifres

12/22/2000
Date

APPROVAL The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to classification date of 11/21/2000. Approval is by DOI Secretary's Designee:

Wendell K. Sutton
Wendell K. Sutton, Deputy Assistant Secretary, Human Resources

12/27/2000
Date

POSITION DESCRIPTION (Please Read Instructions on the Back)

2. Reason for Submisson <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other Explanation (Show any positions replaced)					3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field		4. Employing Office Location		5. Duty Station		1. Agency Position No. F2015	
7. Fair Labor Standards Act <input type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt					8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interest					9. Subject to IA Action <input type="checkbox"/> Yes <input type="checkbox"/> No		
10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)					11. Position Is <input checked="" type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive		13. Competitive Level Code			
14. Agency Use					Pay Plan		Occupational Code		Grade		Initials Date	
15. Classified/Graded by					Official Title of Position		Pay Plan		Occupational Code		Grade	
a. Office of Personnel Management												
b. Department, Agency or Establishment												
c. Second Level Review												
d. First Level Review					ASSISTANT FIRE MANAGEMENT OFFICER		GS		401		11	
e. Recommended by Supervisor or Initiating Office												

16. Organizational Title of Position (if different from official title)		17. Name of Employee (if vacant, specify)	
18. Department, Agency, or Establishment DEPARTMENT OF THE INTERIOR		c. Third Subdivision	
a. First Subdivision BUREAU OF LAND MANAGEMENT		d. Fourth Subdivision	
b. Second Subdivision STATE OFFICE		e. Fifth Subdivision	

19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.

20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor

b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)

Signature _____ Date _____

21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position
GS-401 GENERAL BIOLOGICAL SCIENCES SERIES,
RANGELAND MANAGEMENT SERIES,
GS-454, IS-126, SEPTEMBER 1993

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review		Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)									
b. Supervisor									
c. Classifier									

24. Remarks

25. Description of Major Duties and Responsibilities (See Attached)

INTRODUCTION

The incumbent serves as the Assistant Fire and Aviation Manager within a Bureau of Land Management District. Included in these programs are fire suppression, presuppression, fire trespass, detection, prevention, fuels management, smoke management, prescribed fire, fire ecology, and aviation. Works with the Fire Management Officer (FMO) in developing, directing, coordinating and conducting fire and aviation management activities in the District.

The District has a complex fire management program, characterized by complex variables such as heavily populated areas, rugged terrain, severe weather conditions, high value improvements, and competing resource values. The District Fire Management Activity Plan addresses a wide range of complex multiple resource management and environmental issues, including socioeconomic concerns resulting from heavy concentration of urban/suburban wild land interface, wilderness study/scenic areas, recreation, watershed, range, and cultural resources. It provides fire protection for large areas of public land and includes several contractual agreements with other agencies. The District also has a complex prescribed fire program.

The incumbent is responsible for providing both short and long range planning, program management and leadership, supervision, guidance, coordination, and evaluation for fire and aviation programs in support of District goals. The incumbent assists the Fire Management Officer who must work under broad policy directives established by management and is responsible for interpretation and implementation of these policies and plans.

Prior service in a primary fire fighter position is required for this position.

MAJOR DUTIES

1. Planning, Programming and Budget (15%)

Assists the Fire Management Officer in planning, programming and budgeting for the fire and aviation management programs. Executes policies and plans which meet the objectives of the fire and aviation management programs, and ensures the integration of fire management considerations into land management activities. Works with the Fire Management Officer in providing guidance and direction for the development of fire management plans and budget formulation at the District level to ensure economic feasibility and attainment of objectives. Participates in development of land use plans, EAs and EIS's for other activities. Directs, conducts, and participates in analysis, interim and follow up evaluations of projects and activities to ensure fire and land management objectives are attained, and to identify better and more efficient methods and procedures for conducting project and program activities. Assists the Fire Management Officer in the development of or preparation of plans and technical guides for fire and aviation management programs.

Assists the Fire Management Officer in developing and monitoring the District's Annual Work Plan for fire management relative to ecosystem management, presuppression program, and aviation management. Monitors program to insure that workloads planned are completed within assigned cost targets in accordance with State and Washington Office objectives. Recommends to the Fire Management Officer budget adjustments as appropriate, ensuring that fire funds are spent in accordance with Bureau policies and regulations.

2. Technical Guidance and Direction (15%)

Assists the District's senior professional fire management in their role as advisor to the District Manager and staff. Reviews, analyzes, interprets and disseminates existing and new policy originating from the Department, Bureau, and/or State Office to District fire personnel. Working with the Fire Management Officer, ensures District activities are in conformance with the latest policy directives and if policy is lacking, assists in developing or administering the development of Districtwide standards.

Assists the Fire Management Officer in establishing fire control standards for contractors. Works with cooperators to develop mutual procedures to ensure effective and efficient interagency operations. Recommends changes in organization, equipment, and operational techniques to best meet those needs.

Reviews District programs and procedures to evaluate their compliance with policies and regulations, and to determine their overall effectiveness in meeting objectives. Initiates changes, with the Fire Management Officer's concurrence, as needed.

3. Liaison (10%)

Working with the Fire Management Officer, develops, implements and facilitates cooperative agreements and relations with private citizens and with Federal, State, county, city and local agencies. Coordinates or assists in fire emergencies, which are characterized by high levels of urban interface, large numbers of cooperators, intermingled lands and protection jurisdictions and high resource and property values.

May serve as the Fire Management Officer's authorized representative in complex negotiations regarding fire policy and procedures in support of various interagency agreements. Monitors fire control actions of cooperators for conformance with established agreements and initiates corrective actions as needed.

4. Prescribed Fire/Fuels Treatment (10%)

Assists the Fire Management Officer in providing leadership and coordination of the fuels management/prescribed fire program. Responsible for the development and implementation of prescribed fire/fuels projects. Reviews project proposals to insure

that Bureau and State laws, regulations, and policies are incorporated into proposed projects. Assures that all environmental and resource concerns are considered in prescribed fire operations. Reviews and recommends approval on prescribed fire projects.

Serves as one of the District's professional specialist in the areas of prescribed fire, fire behavior, fuels management, fire effects and rehabilitation practices. Stays abreast of current research in these areas and disseminates appropriate information to other District personnel. Recommends improvements, which may involve changes in current operating techniques and practices.

5. Fire Protection (10%)

Assists the Fire Management Officer in organizing and administering a District fire protection program that includes fire prevention, presuppression, suppression, and post suppression activities. Implements and adapts fire protection policies and procedures to meet legal, regulatory, and land use objectives. Determines whether proposed activities are economically feasible. Proposes, coordinates, and conducts training necessary to achieve fire protection program goals. Directs, conducts, and performs in fire suppression efforts, and/or assumes management leadership in the evaluation of the effectiveness of the suppression efforts.

6. Fire and Aviation Safety Management (10%)

Implements and reviews the effectiveness of safety standards in District fire and aviation programs. Participates in accident investigations to determine causes and preventive measures. Develops and prepares District Safety and Accident Prevention plans for aviation activities.

7. Fire Trespass (5%)

Assists the Fire Management Officer in implementing established fire trespass policies and procedures. May coordinate settlement of fire trespass cases. Works with management and the State Office to negotiate administrative and legal restitution for losses resulting from fire trespass.

8. Emergency Services (5%)

Participates as necessary in local emergency and disaster planning with the Federal Emergency Management Agency, and other governmental agencies. As requested or determined by the Fire Management Officer provides and coordinates Bureau personnel and equipment to support the accomplishment of emergency disaster services and search and rescue.

9. Aviation Management (As applicable) (10%)

Assists the Fire Management Officer in administering the implementation of aircraft operating procedures, air operations, safety and aviation training programs within the District. As required by the Fire Management Officer, may provide direct oversight of contract, callwhenneeded and agency_owned aircraft used in the District fire and resource management programs.

10. Supervision (As applicable) (10%)

a. Work Direction: Plans, organizes, directs, coordinates, and controls activities pertaining to the accomplishment of assigned functional responsibilities. Such tasks include defining broad objectives and specific goals; establishing, evaluating, and adjusting long range schedules, objectives, and goals in relation to workload, personnel required, and priority; making work assignments and setting priorities; reviewing work products for adequacy and accuracy, policy and regulatory compliance and application. Maintains management and employee communications, keeping employees informed as to regulatory requirements, policy, procedures and the interpretation thereof. Devises and maintains record keeping systems to provide required information for production reporting, evaluation, control of costs, etc. Coordinates with other organization supervisors on work related problems, technical problems not covered by precedents or established policies. Makes organizational, equipment, etc, changes to increase productivity.

b. Administration: Responsible for the administration of a variety of management programs such as safety, upward mobility, cost reductions, sick leave and overtime usage, EEO, suggestions, etc. Establishes goals for subordinate leaders that will accomplish management objectives. Establishes record keeping systems and monitors accomplishments against objectives. Initiates corrective action. Implements and adapts policies, regulations, procedures, etc., to accomplish organizational objectives. Advises immediate supervisor of program accomplishment, issues, and impact of changes.

c. Personnel Management: Performs personnel management tasks such as making selections/recommendations for subordinate positions; participating in position and pay management programs; establishing performance standards and evaluating performance; maintaining discipline; hearing and resolving complaints and grievances; consulting with specialists on training needs, and deciding on training issues; taking disciplinary actions; approving sick and annual leave; and approving personnel actions initiated by subordinates. Develops internal programs, plans and procedures to ensure subordinates adhere to personnel management requirements.

FACTORS

Factor 1 Knowledge Required by the Position

A wide range of professional knowledge of ecology and rangeland management principles, practices and concepts sufficient to serve as the primary authority for all duties involved in the development and review of the District fire and aviation programs.

Comprehensive and practical knowledge of fire ecology, fire behavior, fire control, fire planning, fire prevention, fire investigation, prescribed fire management, fire monitoring and studies, smoke management techniques, and aviation management activities sufficient to form consultative, program development, and oversight services for these programs.

Comprehensive knowledge and understanding of the principles and practices of ecosystem management sufficient to incorporate techniques and objectives of fire, aviation, and other related activities into specific District resource plans and programs.

Comprehensive knowledge and understanding of developments in fire management and aviation operations sufficient to provide oversight and develop plans, standards, and technical guides to achieve longterm ecosystem management objectives and operational safety.

Comprehensive knowledge of agency policies, procedures, and regulatory requirements, applicable to the use and protection of natural resources.

A fundamental knowledge of related fields of science including soils, ecology, hydrology, geology, and economics.

Ability to comment on technical reports, environmental assessments, letters and memos, including protests and congressional investigations and inquiries. Ability to write clearly and concisely at a level understood by the layman and at a level appropriate for professionals in other agencies and universities. Ability to make public presentations and professionally deal with controversial issues.

Extensive and diverse wildland fire fighting experience and training, such as that demonstrated by functioning as a Type III Incident Commander or Suppression Crew Leader. Working knowledge of dispatch operations, fire aviation operations, and Fire equipment.

Experience gained as a District Fire Control Officer or Area FMO or Chief Dispatcher.

Experience as a Division Supervisor or Unit Leader.

Knowledge, skills, and abilities in the areas of facilitation, problemsolving, team building, leadership, motivation, innovation, coaching, and counseling.

Factor 2 Supervisory Controls

The Fire Management Officer gives work assignments in the form of District objectives, goals, and priorities. The Fire Management Officer and the incumbent confer on the development of general objectives, projects, and deadlines.

In consultation with the Fire Management Officer, accomplishes assignments within the constraints of Bureau policy and regulations. Has considerable latitude to independently plan and carry out assigned programs and responsibilities. Provides independent advice on technical questions and interpretations of policies and guidelines in the assigned areas of responsibility and is considered an authority in these subject areas. Keeps the supervisor informed of controversial issues and proposed compromises. Technical assistance, if required, is available from experts in the District, State Office, NIFC, and the Washington Office.

Completed work is reviewed for compliance with overall District objectives.

Factor 3 Guidelines

Guidelines are in the form of regulations, manuals, instruction memoranda, and standards. The application of these guidelines embraces a wide range of concepts and procedures. These require creative and innovative action due to the wide variety of physical, biological, and socioeconomic conditions which exist. Guidelines are often insufficient to deal with unique or unusual situations. Interagency relationships require knowledge and use of agency guidelines from cooperating agencies. Where interagency guidelines are inadequate, joint guidelines and procedures are developed.

'Uses experience, resourcefulness, and judgement in devising new techniques, developing methods, or significantly departing from established practices in applying agency directives to achieve completion of assigned programs and objectives.

Regularly encounters unusual, controversial, political, or highly sensitive resource matters. At these times the incumbent uses initiative and resourcefulness in interpreting and applying the guidelines. Substantial deviation from precedents is required to cope with unusual local and fast changing conditions.

Factor 4 Complexity

Responsibilities include a broad range of duties in fire management and aviation operations. Primary responsibility is to provide fire management expertise, guidance, program development and review and coordination with Resource staff on resource management issues. The land area and the functional programs are characterized by a significant number of complex features, as typified by the following or comparable

situations: a number of local interagency level cooperative relationships and activities with other fire organizations and significant interdependence between and among cooperators; a complex prescribed fire program designed to achieve ecosystem management objectives; fire impact affecting complex resource management issues. Major urban interface issues: program draws high public and media interest and political sensitivity; extensive areas of intermingled Federal and nonFederal lands; extensive commercially valuable resources which provide significant support for a number of dependent communities and industries; variables in terrain, elevation, climate, fuel types, ignition sources, and rates of spread which have a decided effect on plans, methods and procedures; a variety of fuels which may range from cheatgrass, rangeland grasses and other flash fuels to heavier types, such as brush, trees and logging slash; extended periods with less than normal precipitation, periodic heavy concentration of lightning and high velocity winds; and use of a large number and variety of firefighting equipment and fixedwing and rotarywing aircraft for differing District program applications. These dynamics result in a fire and aviation management program that must be responsive to rapid change, politics, public demands and the protection of highly sensitive natural resources through land management planning and cooperative fire fighting efforts.

The incumbent must consider numerous resource values in decision making, including environmental, cultural resources, recreation, range, wildlife, watershed, wilderness study/scenic areas, and socioeconomic concerns. Fire management decisions and activities are made under constraints which require the incumbent to interpret or identify new techniques or methods to accommodate individual situations.

Factor 5 Scope and Effect

The purpose of the position is to assist the Fire Management Officer in providing District management guidance and coordination to ensure the effectiveness of the fire and aviation management programs, to ensure these programs are integrated with all resource programs and objectives of the District and develop new/vastly improved techniques to the resolution of specific problems related to the fire management program. May be required to commit District resources and request other resources through the provisions contained in cooperative agreements. The work performed affects the District's fire and aviation programs, other Bureau resource programs, a wide range of other agency operations, operations of private companies and individual resource users. Fire suppression decisions affect the adequacy of agency actions taken to protect human life, personal property and natural resources. Decisions may result in the expenditure of large sums of federal funds and affect employee and public safety.

Factor 6 Personal Contacts

Contacts are with fire and other resource personnel and managers throughout the Bureau as well as with State and local government or other Federal agencies, with special interest groups and with the general public. During high profile fire emergencies,

may serve as an interagency spokesperson to the media, explaining cooperative fire fighting efforts, methods and strategies.

Factor 7 Purpose of Contacts

Contacts are for the purpose of exchanging information, coordinating work efforts and planning, identifying mutual issues, providing fire management advice and guidance, integrating operations, and negotiating issue solutions. Negotiates cooperative agreements with other entities. Contacts involve influencing or persuading other subject matter experts to adopt a particular course of action or to change direction in a particular resource activity due to a fire or aviation management consideration which may be in conflict with a proposed resource objective.

Factor 8 Physical Demands

The work is normally sedentary. During the fire season, physical exertion is required in the form of long periods of standing, walking over rough, uneven or rocky surfaces and exposure to extreme heat, smoke and temperatures.

Factor 9 Work Environment

Work is normally performed in an office setting. During the fire season, fieldwork may involve high risk exposure to potentially dangerous situations or stress. The above work environment involves regular and recurring exposure to moderate risks and discomforts which usually require protective equipment to be worn. A range of safety and other precautions are required. Exposure to risks such as wildfire, heat, smoke, falling rocks and trees, etc., are a regular part of the job during the fire season. Work may require frequent flying in small fixedwing and rotarywing aircraft. Incumbent will adhere to all safety rules and regulations as prescribed in manuals/supplements or by the designated Safety Officer.